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COMMANDERS DIGEST

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Secretary Kelley Stresses Priorities, Says New Pay Actions Recommended

The Department of Defense has recommended pay actions which go beyond the recently approved general increase and are independent of the all-volunteer force.

Assistant Secretary of Defense for Manpower and Reserve Affairs Roger T. Kelley made this disclosure during an interview which stressed personnel programs for the 1970s and DoD's Human Goals and Domestic Action Programs.

He emphasized, "There is nothing in the priority system which ranks ahead of people."

The purpose of the Department's Human Goals, the Secretary explained, was "to focus upon the dignity and the importance of the individual member of the Defense Department, whether military personnel or civilian, and be sure that we had a common marching song insofar as people and their importance to this organization is concerned.

"I think in accomplishing that, with the commitments from the Secretary of Defense, the Deputy Secretary, the Chiefs of

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General James Emphasizes People Recognition; Cites ROTC Importance, Plight Of POWs

(In his first speech since becoming Deputy Assistant Secretary of Defense (Public Affairs), Air Force Brigadier General Daniel James Jr. selected "People" as his subject. Here are excerpts from his speech to the Arnold Air Society at Anaheim, Calif.)

I want to tell you what a great personal satisfaction and sense of pride it gives me to make my first public address as a Deputy Assistant Secretary of Defense to this group of outstanding young Americans, the Arnold Air Society.

I want to make this first speech on the subject of people. In my view, no subject is more important to our national defense than people. And as we look to the challenge of the future we must depend on the steadfast dedication and devotion to the cause of peace and freedom by young people such as yourselves.

When Secretary of Defense Melvin R. Laird first informed me of my new assignment at the Pentagon, he discussed his particular concern about the need to inform the American

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DoD Program To Help Retirees Find Second Career Begins June 1

The Defense Department's Referral Program, designed to meet the major difficulties that face service personnel who have served a full career in the Armed Forces and seek a meaningful second career, begins next month.

Beginning June 1, active duty personnel about to retire may voluntarily register their post-service employment objectives with the referral facility.

Some 65,000 to 70,000 servicemen leave the Armed Forces annually after serving a career of 20 to 30 years.

A need for the Referral Program is ap-

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Secretary Kelley Stresses Recognition Of People, Priorities

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staff, the Service Secretaries, we have given new importance to the people dimension of the Defense Department, and I think it provides a good point of departure for some of our people-oriented programs."

In the area of pay, Secretary Kelley said, "We have recommended a series of pay actions to the President in connection with the program for reducing our draft calls to zero; and also in connection with providing for the military officer and man a pay schedule which is more reasonably consistent with pay in the civilian sector."

He added, "Many people today connect military pay increases with the all-volunteer force idea, and while there is an obvious connection between these two, the need to increase military pay existed independent of any consideration given to the all-volunteer force."

He explained that recommendations made by the Defense Department would essentially do two things:

—Recognize that there is a serious discrepancy between the pay which the first-termer in the military services receives and what his counterpart in civilian life gets upon graduating from high school, for example. (President Nixon said he will ask for a 20 per cent increase for enlisted men with less than two years' service. He is expected to ask Congress to approve the raise for first-termers to be effective Jan. 1, 1971.)

—Further recognize that in any organization there have to be reasonable relationships of pay within the organization itself, which is to say that if you increase the pay of your military enlisted men, you must give account to the pay received by the higher-rated and longer-service enlisted men and to the pay received by the military officer as well.

Secretary Kelley said these factors were considered in the recommendations made by DoD and will be implemented in connection with the President's and Secretary of Defense Melvin R. Laird's final program for reducing draft calls to zero.

Among other benefits requiring attention, Secretary Kelley listed need for an improvement in service educational opportunities and military housing.

The Secretary said, "Military housing is an area that has too long been neglected, in my humble judgement. It's been neglected both with respect to the money spent on new housing for military families and with respect to the need for allowances that take account of the wide differences in the cost of living, in the cost of providing housing between one metropolitan area and other metropolitan areas in this country."

Following are additional excerpts from Secretary Kelley's interview:

Question—What is in the future for our reservists?

Answer—Generally speaking, I would say that the reservists or the reserve components are going to be relied upon more in the context of the all-volunteer force than they have been in the past. Now, essentially if they are to be relied upon more, this means we must do two things. We must assure that our reserve personnel are adequately trained; and companion to that, we must assure that their training is done on modern equipment.

Question—The Department of Defense is becoming more and more active in what is referred to as Domestic Action Programs. Could you give us an idea of what some of these programs are?

Answer—Let me first describe the philosophy of domestic action. Many people would say, *"Look, your job is military security. Don't get involved in social programs."*

Well, young people today as they view national security, they see essentially two threats to it. They see the threat which comes from the traditional enemy without, outside our shores. But they also see as no less a threat the internal threat, the threat of decay within our cities, the threat of dissension within our society that can literally rip us apart.

So, national security relates to both of these dimensions of our lives. The men or women who wear military uniforms are whole people. They have social concerns just as they have military responsibilities. And to the extent they can marshal their enemy so as to help solve some of the difficult problems that plague our American cities, they want to do that as part of their national security mission.

I hear this from military people all over the country now as to what we are doing. Without in any way impairing our ability to carry out our basic military responsibility, the services are dedicated to increasing the use of their resources, both the physical resources and the human resources, to help solve these domestic problems.

During the summer of 1969 more than 350,000 young people from disadvantaged backgrounds were assisted through a combination of recreational, vocational programs conducted in conjunction with our military bases around this country. Now those programs happened in collaboration with agencies like city recreation centers, HEW, the Labor Department; they didn't involve additions to the DoD Budget. They didn't involve impairing in any way the mission of the bases which participated; but they did involve using idle resources and idle facilities to the benefit of these young people.

We have, after all, the biggest and most homogeneous organization of people to be found anywhere in our country. We have tremendous assets which are only being partly used by us for military purposes. And to the extent we can turn those to the benefits of these disadvantaged young people, we should, and we are doing it.

But we are not doing it, we are not letting money be taken away from the military uses to be spent over here on the domestic side.

Question—Will you talk about these various agencies, HEW, units, camps, posts, and the equipment they have available? How can the individual soldier relate to the Domestic Action Program? What role can he take as an individual?

Answer—The best way for him to relate to the program or to the idea is to ask for the opportunity within his own base command. We can't make a significant input in domestic action by pressing a button in Washington and saying, *"That's the way it's going to be done all over the country. Here are the programs."*

These programs emerge from the initiative and from the

COMMUNICATIONS—Acting Deputy Assistant Secretary of Defense for Civil Rights L. Howard Bennett talks with crew members on board an attack aircraft carrier off the coast of the Republic of Vietnam. In late 1969 Mr. Bennett toured units in Southeast Asia concerning evaluation and implementation of DoD and Navy Department programs for equal opportunity.

desire of military people everywhere. The most significant gains that we have made, the most spontaneous results that have occurred, happened because local commanders and local enlisted people, without being reminded by anyone, have picked up the ball and taken a piece of the problem and done something about it.

So, if the individual officer or the enlisted man is wondering, *"What can I do about this big problem?"*—all he has to do is look around him, the community in which he resides, and see what problem needs doing and see how the energies and the skills and the resources that he has surrounding him militarily can be used.

Let me give you a little example. I was down at the Air University in Alabama several months ago. The Air University is the repository of the best training skills and resources that the Air Force has. We have tremendous people down there.

Three enlisted men, entirely on their own, sought out the people who were responsible for the Operation Headstart program in Montgomery. These were civilians who were trying to help these preschool youngsters get a head start on education and make up for deficiencies at home.

They had desire, but they didn't have teacher skills. These enlisted people had teacher skills and they married their teacher skills with the desire of these people, and they improved the Operation Headstart program in Montgomery.

Now, who is the beneficiary? Hundreds of young children in Montgomery who otherwise would be the victims of people who were trying to help but didn't know how.

It didn't cost any money. It took some time. It took the time of these enlisted people working after hours on their own.

And this kind of desire and outpouring is being multiplied many times around the country.

Question—We have covered human goals and domestic action. Is there any one thing that perhaps will be singled out in the coming months or years for special emphasis, not those I have mentioned, but of anything in the manpower area?

Answer—If I could state it in the broadest terms, it would be that we want to provide an operating and working and living environment in the Armed Forces which assures that the individual will at one point in his life leave the Armed Forces a better man than he came into the Armed Forces.

This is a huge order. And it might be a discouraging order but for the fact that the services have substantially delivered on that order.

Let me take an example of problems related to race. The Armed Forces have a race problem because our nation has a race problem. The Armed Forces cannot be expected to enlist and have drafted into them young men of many racial backgrounds, young men of many different biases and prejudices, without those being reflected in the way people behave once they are in uniform.

I am deeply concerned about some of the things that have happened racially in the Armed Forces. But I am also heartened by the manner in which many military commands have responded to this need.

They have responded to it by first of all giving people the opportunity to vent their feelings and their attitudes about race, to get their gripes on top of the table, to do all that in a way that doesn't threaten the individual, to make black people and white people realize that they do come from different backgrounds, to respect one another's differences; and to understand what each other has in common.

I think the Armed Forces, for all the attention that we have had focused on us in some of the racial disturbances that have occurred on bases, I think for all this, the Armed Forces are doing a better job in providing an environment where people of all races can live and work together constructively than any other segment of our society has. And the way we move ahead on this one area will have a very signficant input on what kind of society America is 10 and 20 years from now.

I happen to believe that what we do racially in the services is one of the most important challenges that lies ahead of us. And I think that we are moving in the right direction—but much remains to be done.

(In early May Secretary Kelley visited several countries in Southeast Asia including the Republic of Vietnam. His objective: To understand much better the conditions to which our fighting men are subjected, the problems they have in terms of their own personal interests, the whole range of manpower and personnel administration. At each stop the Secretary met privately with a group of enlisted men and a similar meeting with a group of officers. Commanders Digest will carry an article on these discussions.)

The U.S. Versus Drugs

The exploration of every avenue by the United States government to control drugs was the subject of a recent address by Under Secretary of State Elliot L. Richardson. Excerpts of that address relating only to the international aspects of this campaign to stamp out the growth and movement are given here.

The subject I want to discuss today is legal, but also medical, diplomatic, sociological and a lot of other things as well—the campaign that has been launched by the United States Government to reverse mounting drug abuse.

Mushrooming Use

This high priority campaign has three major aspects—those focusing on treatment, education and rehabilitation, those centering on law enforcement, and those having to do with interdiction of the illicit supply.

Since the most potent and worrisome drugs originate beyond our borders, our intensified efforts to halt the illicit supply depend heavily on international cooperation and diplomacy.

The mushrooming illicit use of drugs is not difficult to document. In the last decade the abuse of drugs has, in President Nixon's words, "grown from essentially a local police problem into a serious national threat to the personal health and safety of millions of Americans."

The second reason for our present concern is the interconnection between drug use and the rise in crime. The closeness of the relationship is starkly illustrated by the fact that in 1968, according to estimates made by the Bureau of Narcotics and Dangerous Drugs, addicts stole or criminally acquired $1.5 billion in money and goods to feed their habit.

International Cooperation

In order to better coordinate and push forward the various elements of our fight on narcotics having foreign relations implications, Secretary [of State] Rogers last year appointed a senior Foreign Service Officer as his Special Assistant for Narcotic matters. In addition . . . the Special Assistant acts as Chairman of an interdepartmental group which helps to formulate government-wide policies and plans in this field.

This Administration has strengthened and intensified programs of cooperation on narcotics with foreign governments and international organizations . . . One of these is the common effort to control trafficking and smuggling.

In a day when millions of persons cross our borders annually and in which cargo traffic is gargantuan, attempts to prevent smuggling face fantastic problems.

Thirty-six new officers of the Bureau of Narcotics and Dangerous Drugs will be permanently assigned abroad to join 34 already there. The new officers will be assigned to 20 missions in 17 countries.

These new men, like all other officers . . . stationed overseas, will work very closely in all matters of surveillance, interception, and arrest in narcotics smuggling cases with the International Criminal Police Organization (INTERPOL) which provides a world-wide communications network centered in Paris.

Harsh Foreign Laws

Increased trafficking in drugs has heightened—and made more difficult—another part of our international responsibility—our obligation to help American citizens who get into difficulties abroad. Many young Americans especially are under the grave misapprehension that they can leave what they consider to be this "restrictive" society and go to more "permissive" ones where they can use drugs to their hearts' content. Actually, most foreign countries have extremely harsh drug laws. Mere possession of drugs, including marijuana, is often punishable by long prison sentences. And there is very little the United States can do to help them if they are so caught.

World-Wide Concern

Significant new initiatives have also been taken in the second broad area of cooperation—the effort to eliminate illegal processing facilities.

Most opium grows in the Middle East, [and] is converted to heroin in small, mobile laboratories in southern France. From there the heroin is shipped to the United States.

As heroin addiction has spread in France itself, the French Government has become more aggressive in its efforts to eliminate clandestine laboratories. Under our urging and with our cooperation it has recently increased the size of its specialized national police narcotic units and intensified other police crackdowns.

Eliminating Sources

The third area of intensified diplomatic activity is perhaps the most significant—and the most promising—of all. This is our greatly stepped-up drive, using both bilateral and multi-

lateral channels, to encourage producer nations to eliminate or more closely control cultivation.

International restraints on the cultivation and export of narcotic substances are governed by the "Single Convention on Narcotic Drugs, 1961" which pulled together a variety of previous treaties dating back to 1912. Two independent international organizations affiliated with the United Nations, the Commission on Narcotic Drugs and the International Narcotics Control Board, both located in Geneva, oversee its provisions.

Some opium producing nations, notably India—which is by far the largest grower of all—and the Soviet Union, have extremely stringent controls, so that almost no excess filters into illegal channels . . . Others are a good deal less effective in their controls. Iran tried to set an example in 1955 when, at the cost of losses in its foreign exchange, it unilaterally stopped all opium production. Last year, despite the urging of other nations, it resumed production because it was unable to stop illicit traffic from neighboring states, a traffic which continues even though Iran has put not a few smugglers before firing squads. Iran states that it will again terminate all production if its neighbors do likewise.

Mexican Successes

Perhaps our greatest success so far in our bilateral efforts has been with Mexico, which has significantly increased the intensity of its eradication program.

Despite tremendous problems of terrain, the Mexican army and Mexican law enforcement agencies destroyed large quantities of marijuana and opium poppies in their most recent campaign.

As a result of these combined activities, the flow of illicit opium and marijuana has been markedly reduced.

The elimination of opium production is more of a political than economic problem for the Turkish Government. Legal exports of opium earned it only $1.7 million in foreign exchange in 1967, or only one-third of one per cent of all its export earnings.

Its marginal economic importance notwithstanding, halting illicit traffic presents the Turkish Government with major practical problems, for growing and selling opium is individually important to many small farmers. The latter, who also use poppy seeds for flavoring, animal feed and to produce cooking oil, get $17 for a ton sold legally and $40 when sold illegally.

They have been growing it for centuries, are only dimly aware of its harmfulness, and see no particular reason to stop growing it now. The governing Justice Party, moreover, has often been accused by opposition elements of being pro-American. Since Turkey has no addiction problem of its own to speak of, any crackdown wins the government little domestic support . . . and alienates the peasants who form the backbone of its own constituency.

New Turkish Crops

Despite these serious domestic problems, the Turkish Government has resolutely moved ahead to reduce the [number of] provinces in which cultivation is allowed. Three years ago the United States provided the Turkish Government with a $3 million loan . . . to encourage Turkish farmers to switch to other crops and to equip and reorganize its narcotic control forces. Production has since been reduced from 18 provinces to nine.

Diplomacy is, of course, more than a means of maintaining cordial relations. It is a means of achieving national objectives. In the case of narcotics I believe we have successfully employed it to transmit our sense of urgency to those nations so that, even though their own immediate interest in tighter measures of control is a good deal less acute than our own, they are moving ahead with encouraging speed.

Counseling on effects of drugs

— Presidential Proclamation —

Drug Abuse Prevention Week, 1970

"The past decade has seen the abuse of drugs grow from essentially a local police problem into a serious threat to the health and safety of millions of Americans. The number of narcotics addicts in the United States is estimated to be in the hundreds of thousands and the effects of their addiction spread far beyond their own lives."

This is the opening statement by President Nixon proclaiming the week beginning May 24 as Drug Abuse Prevention Week.

In his proclamation, the President encourages members of the clergy, and all others whose activities interrelate with young people, to make a special effort during the week to discourage drug abuse, to end drug experimentation and to eliminate illegal drug traffic.

The proclamation further states, "Statistics tell but part of the tragedy of drug abuse. The crippled lives of young Americans, the shattered hopes of their parents, the rending of the social fabric—as addicts inevitably turn to crime in order to supply costly habit—these are the personal tragedies, the human disasters that tell the real story of what drug abuse does to individuals and can do to our nation."

The President calls upon officials of the Federal government to join with educators and administrators of the academic community at large in establishing meaningful programs for the promotions of drug abuse preventions among young people.

He urges State and local governments, as well as business, professional and civic groups, to cooperate in drug abuse prevention programs and to exercise their initiative in exploring new methods by which the potential dangers of drug experimentation can be communicated to the entire nation.

Gen. James Emphasizes DoD's Recognition Of People, Cites ROTC

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public more fully about the progress—and also the problems—of the Department of Defense Human Goals Program.

At my swearing-in-ceremony, Secretary Laird charged me with additional responsibilities related to the plight of our prisoners of war, those missing in action, and their families.

So in these brief remarks today, and in my informal discussions with you throughout the day, I want to give primary emphasis to these two priority matters:

1. The equal opportunities and challenges open to all young people for service and advancement in the Armed Forces, and

2. Our solemn pledge not to forget our prisoners of war and their families.

As you know, some of the men who are now being held prisoner by Hanoi and who are being denied the humanitarian rights provided them under the Geneva Convention, were my former flying comrades.

You members of the Arnold Air Society will recognize the importance of the Human Goals Program which has been initiated throughout the Department of Defense by Assistant Secretary for Manpower and Reserve Affairs Roger T. Kelley, from Holy Cross, with the full endorsement and continuing support of Secretary Laird, from Carleton College, and Deputy Secretary of Defense David Packard, from Stanford University.

These three leaders and all of us in the Department of Defense have a strong and deep belief in the vital importance of our ROTC (Reserve Officer Training Corps) programs to national defense and what it has meant to the citizen-soldier concept in our nation.

When I was on flying combat assignments in Korea during the early 1950s and more recently in the war in Southeast Asia, the majority of my fellow pilots were products of the ROTC program. Today, the services obtain about 50 per cent of their officers from ROTC units in all 50 states.

As an F-4 pilot in Southeast Asia and later as a base commander in Libya, far away from Washington, I was perplexed by the attacks being made on our ROTC activities. Now in my office at the Pentagon, I am no less perplexed and surely as deeply troubled by these attacks—some of them including vandalism and destruction—which are being made against the ROTC on a limited number of campuses.

No matter how hard I try, I cannot understand how people who oppose the draft, who want to make military service strictly volunteer, can at the same time try to deny some college students the freedom of opportunity to choose a career as a professional military officer.

I cannot understand in this day when the draft is still a fact of life and when many university students will see military service, why these students do not want some of the officers who might command them to be chosen from their peers as products of the civilian-educational environment. I cannot understand how students and some faculty members who espouse freedom of choice at the same time attempt to prevent military recruiters from visiting certain campuses.

As a citizen, I count highly the need for the officer ranks in our Armed Forces to be manned with a mixture of Service Academy graduates, ROTC graduates, and men who have come up through the ranks from our Officer Candidate Programs. *That's the American way.*

In our country, we want no military elite coming from any single source. What we want and what we need in the services—in our Army, Navy, Air Force and Marine Corps—are men and women from all walks of life, with varying backgrounds, and with a unified dedication to maintain the strength which is necessary to preserve peace and freedom.

Thus, you members of the Arnold Air Society stand in a great tradition of service.

As many of you look ahead to service in the Air Force, I think you would want to know about our Human Goals Program. Let me spend a moment and tell you about it.

Shortly after he assumed office at the Pentagon, Secretary Laird, who served in the Navy in World War II, directed the establishment of Project Volunteer. He named Assistant Secretary Kelley, also a Navy veteran, to give urgent attention to the need for enhancing the attractiveness of volunteer military service. Our objective in the Department of Defense is to reduce draft calls to zero as soon as feasible.

Project Volunteer, with its primary focus on attracting and retaining outstanding young men and women for military service, covers a wide range of problem areas. These include the need for military pay reform, the need for changes in certain promotion procedures, and the urgent need to improve housing facilities for our people in uniform and for their families. As a former base commander, I am most pleased with the Defense Department's proposal to Congress to double the number of family housing units for the next fiscal year.

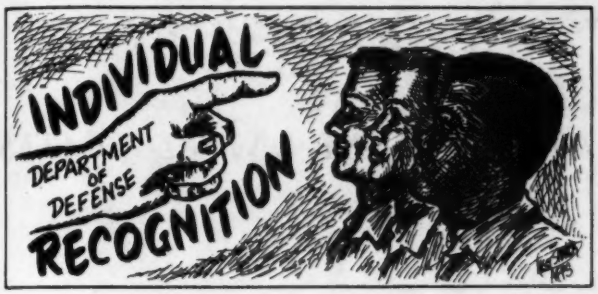
But it seems to me that what really counts the most is the basic philosophy which underlies the Human Goals Program of the Department of Defense. At the root of this approach is the concept that each person must be treated as an individual . . .

Our concern for the individual is manifested nowhere more deeply in our thoughts, in our actions, and in our prayers than in the situation which confronts our prisoners of war.

Let me repeat: We will never forget these men or their families. We will be ceaseless in our determination to do all that is possible to obtain for these men and for their families the rights which are due them under the provisions of the Geneva Convention, to which North Vietnam is a signator.

The callous disregard by Hanoi for basic human rights must be called continuously and relentlessly before the court of world opinion. It is cruel and inhuman that today there are some thousands of wives, parents and children who do not know whether their husbands, sons or fathers are alive in a prison camp or are dead. There are women who do not know if they are wives or widows. This is because the regime in Hanoi, the Pathet Lao in Laos, and the North Vietnamese and Viet Cong in South Vietnam refuse to release lists of men who are prisoners. The prompt release of such lists through official channels is a strict humanitarian requirement of the Geneva Convention.

Medical supplies are denied to our prisoners. The regular



flow of mail, for which the Geneva Convention provides, is blocked. No provision has been made for returning the seriously sick or wounded.

In no previous war in which this country has been involved have American servicemen been held captive as long as they have in North Vietnam. Some of our men being held as prisoners are now in their sixth year of imprisonment.

The North Vietnamese count themselves as members of the civilized community of nations and in 1957, they acceded to the Geneva Convention which provides for the treatment and protection of prisoners of war; 120 countries are parties to this Convention.

I want in this, my first public address in my new office, to salute not onl those men who are captured or missing, but also their gallant wives and families.

I know that each of you in the Arnold Air Society will do what you can to inform our fellow citizens on this issue and will help us make it crystal clear that these men and their families will never be forgotten.

During the past year, at the specific direction of Secretary Laird, our senior civilian and military people have made it a particular point to meet with high school and college students throughout the country—not so much to talk at them as I have been doing at you this evening. Rather what we want, and I shall be doing later this evening, is to talk things over, to strengthen the free-flowing communications link from the Pentagon to our young people. For when all is said and done, you are and remain our most precious asset.

Let me remind you that you are preparing to take up one of the most important and sacred trusts ever handed to a segment of mankind—that of a contributing citizen of the United States of America, the greatest nation on earth. We, as the preceding generation, are prepared to hand you this trust. In accepting it we ask only that you accept fully and well the responsibility to protect and develop it and hand it to your succeeding generation in even better condition than we handed this trust to you. You can do this only by taking part in exploring the positive avenues of honest endeavor and achievement. You can do this by participating in and defending your government and your country against all enemies, foreign and domestic . . . so help you God.

DoD Program To Help Retirees Find Second Career Begins June 1

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parent from statistics gathered by the Defense Department which show:

—The great majority of military personnel are forced to retire with either 20 or 30 years' total service. For most military personnel, this means retirement at about age 41 or 51, respectively. This forced retirement comes at a time when family obligations are most likely to be heavy, and when the retiree cannot live solely on his retirement pay, or face undue periods of unemployment.

—The retiree is often stationed thousands of miles away (sometimes overseas) from his planned retirement home, and has no effective way to know what the job opportunities are in the area or how to communicate with prospective employers.

—The man who has served a full career in uniform is out of touch with the civilian job market, and has difficulty in equating his military experience to civilian job terms, and in organizing and conducting his job hunt.

While "Referral" participation does not guarantee a job for a retiring serviceman, it is designed to meet some of his unique problems by providing improved communication with the civilian labor market.

Officials pointed out that the Referral Program is not designed as a means for servicemen to obtain civil service employment. Retiring personnel seeking a civil service position with the Federal government will be referred to the nearest Federal Job Information Center, the Base Civilian Personnel Office, or other appropriate activity where detailed information and application forms can be obtained. Federal employers may submit job vacancies to the Referral computer to obtain names of potential employes, but any hiring must be accomplished in accordance with appropriate Civil Service Commission regulations and other governing directives.

The elements of the program have been carefully worked out. For example, there will be pre-retirement counseling as resources permit.

California Will Hold Special Election June 2

California will hold a special election June 2 along with its primary election to decide eight matters of interest to the State's qualified voters.

Besides a proposed $246 million bond issue for health science facilities at the University of California, seven Constitutional amendments are on the ballot.

Absentee voting by qualified California residents is permitted in special elections, as well as in primaries and the general election.

The Federal Post Card Application (FPCA) may be used. California does not require that the FPCA be witnessed.

Information on the Constitutional amendments may be obtained by writing to the Secretary of State, Attention: Elections Department, 111 Capital Mall, Sacramento, Calif. 95814.

CERTIFICATE OF APPRECIATION

FOR SERVICE IN THE ARMED FORCES OF THE UNITED STATES

I extend to you my personal thanks and the sincere appreciation of a grateful nation for your contribution of honorable service to our country. You have helped maintain the security of the nation during a critical time in its history with a devotion to duty and a spirit of sacrifice in keeping with the proud tradition of the military service.

I trust that in the coming years you will maintain an active interest in the Armed Forces and the purpose for which you served.

My best wishes to you for happiness and success in the future.

Richard Nixon

COMMANDER IN CHIEF

Presidential Certificate Of Appreciation For Vietnam-era Veterans

President Nixon has approved a Certificate of Appreciation for presentation to Vietnam-era officer and enlisted personnel departing the military services.

Signed by the Commander In Chief, the certificate is given to servicemen at separation centers.

Brigadier General Leo E. Benade, Deputy Assistant Secretary of Defense (Military Personnel Policy), said the certificate "expresses the appreciation of a grateful nation for the serviceman's devotion to duty and spirit of sacrifice in keeping with the proud tradition of the military service."

Details on awarding of the certificate are outlined in Department of Defense Instruction 1348.22, dated March 25, 1970.

The Instruction notes that the certificate will be presented to all officer and enlisted personnel whose honorable servic ends after Jan. 19, 1969.

Individuals separated between Jan. 19, 1969, and the pro gram starting date—April 30, 1970—may request a certificat from their respective service.

COMMANDERS DIGEST

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